

# Department of Administrative Services- Collective Bargaining



November 15, 2023

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# Authority to Bargain



# Authorities



**ORS 243** provides the framework for public sector employers collective bargaining in Oregon

- Public Employees Collective Bargaining Act (PECBA) ORS 243.650-806
- ORS 243.696 authorizes DAS to bargain on behalf of the Executive Branch

**Oregon Executive Order 17-08** Strengthening Public Employee Bargaining and Training Practices

- The Legislature appropriates a special purpose appropriation (commonly referred to as the salary pot) for purposes of increasing state employee compensation
- DAS bargains within the salary pot for the purposes of state employee cost of living adjustments, regular step increases and increases in state employee health care coverage costs.

# Key Components



Timing

Budget

Other terms and conditions of employment

# Key Components



## Timing

Bargaining coincides with Oregon's Legislative Session every odd numbered year.

**Governor's Recommended Budget  
May Revenue Forecast  
Legislatively Approved Budget**

# Key Components



## Budget

The salary pot and other compensation allowances are determined by the Governor and the Legislature. The State bargains within the budget provided by the Legislature.

Included in state salary pot:

- COLA
- Step Increases
- Health Insurance increases

Not Included in state salary pot:

- Selective Salary Adjustments
- New and Increased Differentials



# Key Components

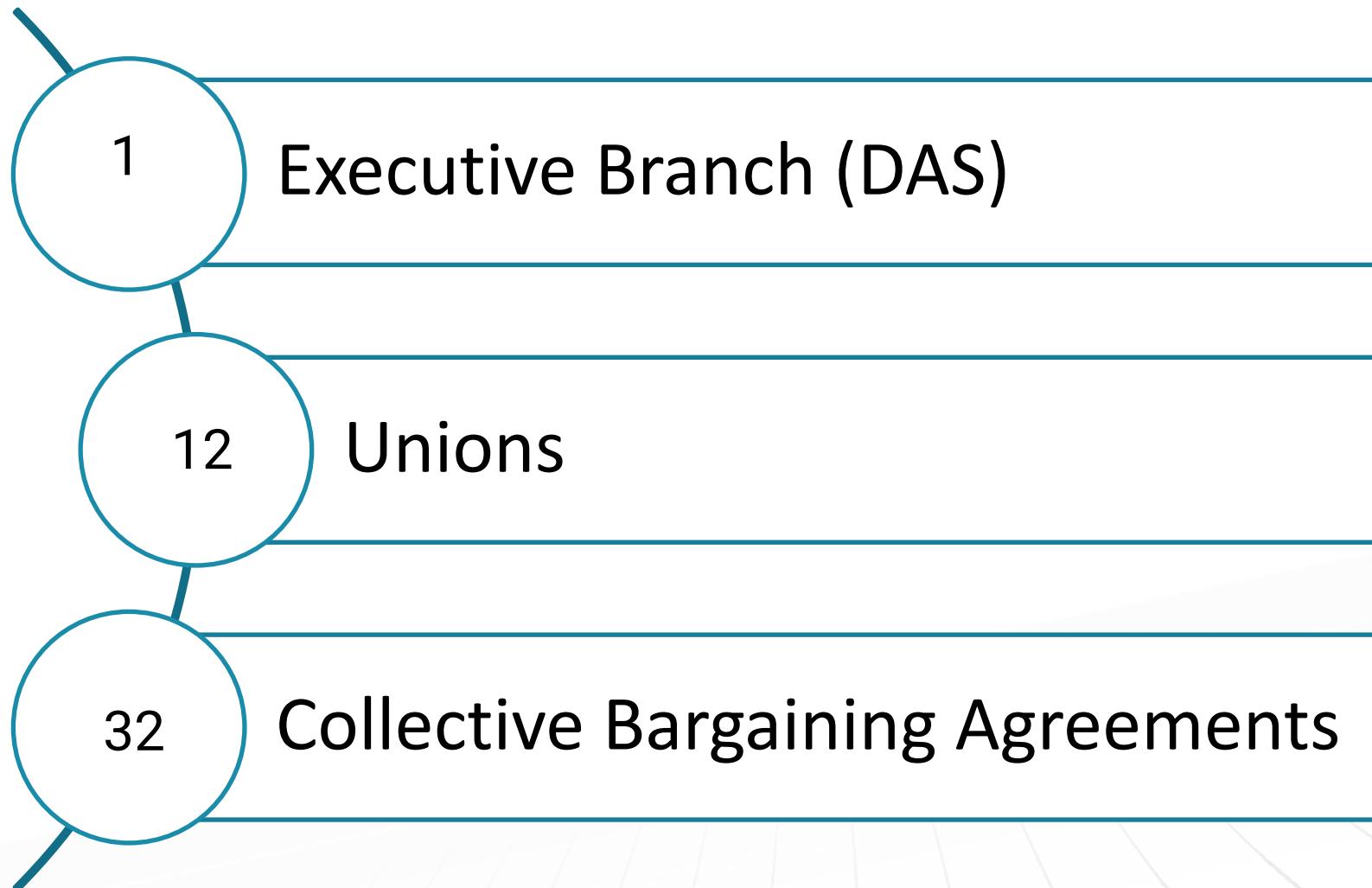
## Other terms and conditions of employment

In addition to wages, hours, and benefits, negotiations also include other terms and conditions of employment.

# Collective Bargaining Process



# Collective Bargaining Process



# Collective Bargaining Process



## Bargaining Concepts

What's being bargained.

## Bargaining Teams

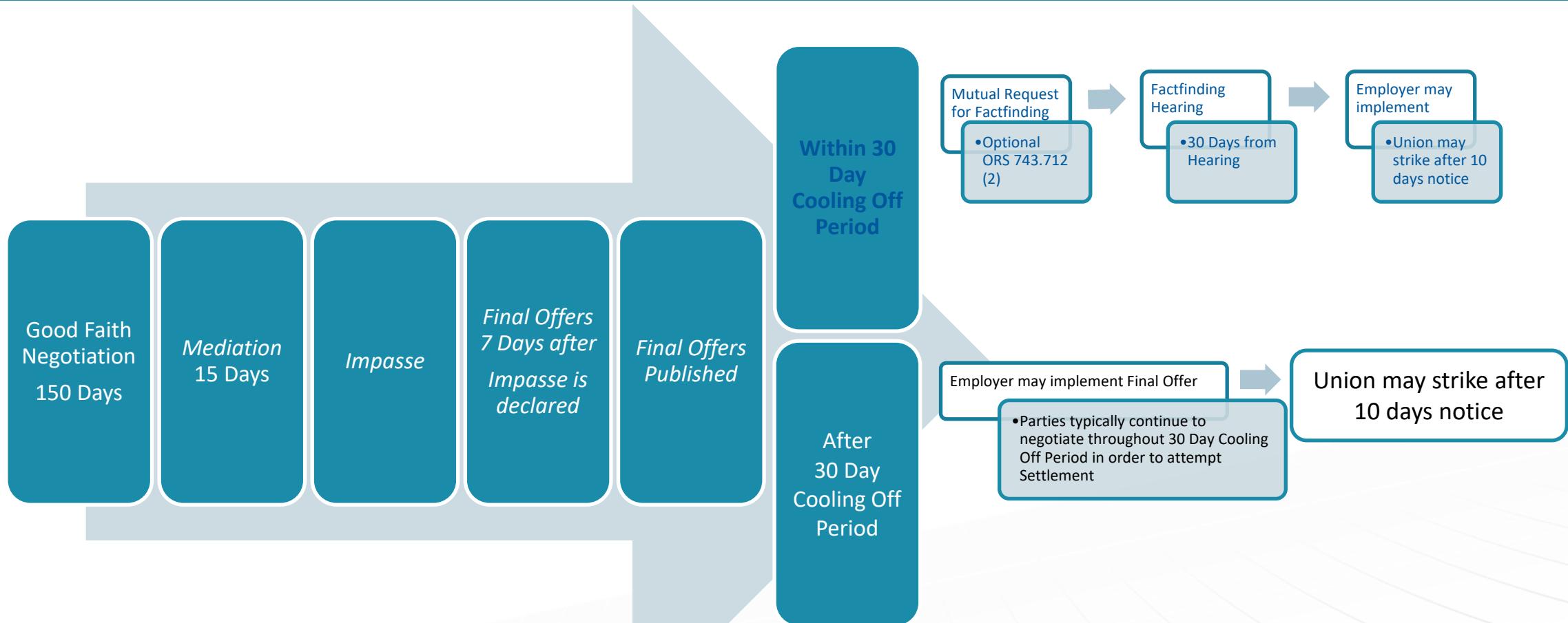
Who's bargaining.

## Initiation of Bargaining

Who's starting the process.

# Collective Bargaining Process

## Strike Permitted\* Collective Bargaining



\*ORS 243.736 creates exceptions for public employees who may not strike

# Collective Bargaining Process



## Implementation

### Labor:

Tentative agreement distributed to union membership for ratification.

### State:

DAS report compensation plan changes to Legislature.

Collective Bargaining Agreement

# Thank you & Questions



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